Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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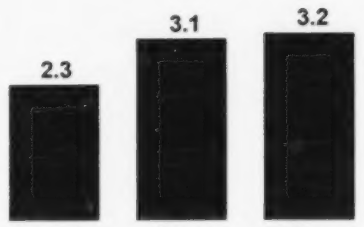
Wage Settlements

Wage Settlements Covering 500 or More Employees
February 2007

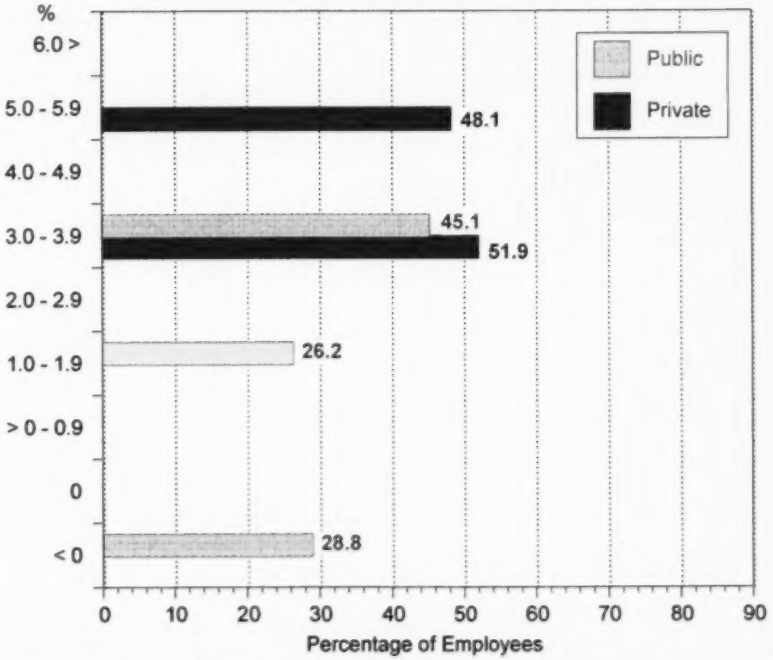
Major collective bargaining settlements reached in February 2007 provided base-rate wage adjustments averaging 3.2% annually over the contract term.

The results for February 2007 are based on a review of 8 settlements reached and cover 8,640 employees. The number of settlements is below the normal monthly range (which averaged 28–29 per month during 2006). For these reasons, the February data should be interpreted with care.

Percentage Wage Adjustments in Major Settlements by Month, 2006–2007



Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, February 2007



When the parties to these February settlements previously negotiated, the resulting wage adjustments averaged 2.8%, lower than in their current settlements. Contract duration in February 2007 averaged 45.1 months, compared to 36.1 months in the previous round of settlements.

Wage adjustments in the public sector were higher than those in the private sector. The public-sector average for 5,200 employees in 4 agreements was 4.3%. The relatively high public-sector figure was influenced in large part by a University of Montréal agreement covering 2,500 lecturers and averaging 5.2%. The private-sector average for 3,440 employees

in 4 agreements was 1.6%. The low private-sector figure was largely a result of the Olymel (meat processing plant) settlement in Quebec, averaging -0.8% (includes a 14% wage cut in the first year of an 87-month agreement).

Average Annual Percentage Wage Adjustments by Month

	2006	2007	
	December	January	February
Sectors			
Public Sector	2.7	3.2	4.3
Private Sector	1.8	2.9	1.6
All Industries/Jurisdictions			
Average Annual Adjustment	2.3	3.1	3.2
Non-COLA	2.3	3.2	3.2
COLA	2.6	2.7	3.0
First-Year Adjustment	2.1	3.0	1.7
Non-COLA	2.0	3.1	1.3
COLA	2.8	2.4	4.2
Industries			
Primary Industries	2.1	-	3.0
Utilities	4.4	3.1	3.3
Construction	3.5	4.0	-
Manufacturing	2.6	1.7	-0.8
Wholesale and Retail Trade	1.4	-	1.4
Transportation	3.0	3.2	-
Information and Culture	1.2	-	-
Finance and Professional Services	2.5	-	-

	2006	2007	
	December	January	February
Education, Health and Social Services	2.5	3.2	4.4
Entertainment and Hospitality	2.6	2.0	3.3
Public Administration	2.8	-	-
Jurisdictions			
Newfoundland and Labrador	2.0	-	-
Prince Edward Island	2.1	2.9	-
Nova Scotia	-	4.0	-
New Brunswick	3.5	-	3.3
Quebec	2.5	1.4	3.5
Ontario	1.7	2.9	2.8
Manitoba	2.7	2.7	-
Alberta	3.6	3.6	-
British Columbia	3.0	2.0	3.5
Federal Jurisdiction	0.8	3.2	-

Average Annual Percentage Wage Adjustments by Quarter

	2006			
	1st	2nd	3rd	4th
Sectors				
Public Sector	2.2	2.8	2.7	2.9
Private Sector	2.5	2.2	2.5	1.4
All Industries/Jurisdictions				
Average Annual Adjustment	2.2	2.7	2.6	2.1
Non-COLA	2.2	2.7	2.6	2.1
COLA	2.9	2.2	2.5	2.6

	2006			
	1st	2nd	3rd	4th
First-Year Adjustment	2.0	2.8	2.2	2.2
Non-COLA	2.0	2.9	2.2	2.2
COLA	3.0	2.0	2.4	2.8
Industries				
Primary Industries	1.5	2.7	-	3.0
Utilities	2.6	1.9	2.6	3.6
Construction	-	3.7	3.5	3.5
Manufacturing	2.1	1.8	2.4	2.2
Wholesale and Retail Trade	1.7	2.1	-	1.1
Transportation	2.2	2.8	2.0	2.9
Information and Culture	3.3	2.4	0.5	1.2
Finance and Professional Services	2.5	2.5	2.5	2.5
Education, Health and Social Services	2.1	2.8	2.6	2.9
Entertainment and Hospitality	2.7	3.1	2.9	2.8
Public Administration	2.7	3.0	2.8	2.8
Jurisdictions				
Newfoundland and Labrador	1.5	2.0	-	1.9
Prince Edward Island	-	2.8	2.9	2.1
Nova Scotia	-	3.1	3.2	2.9
New Brunswick	3.8	1.2	3.0	3.5
Quebec	2.1	1.8	1.7	2.7
Ontario	2.7	2.9	2.9	1.5
Manitoba	2.4	3.1	2.6	2.6
Saskatchewan	2.1	-	-	2.0
Alberta	3.1	3.4	3.5	3.8

	2006			
	1st	2nd	3rd	4th
British Columbia	1.6	2.7	2.8	3.4
Territories	-	3.1	-	-
Multiprovince	3.3	4.1	-	-
Federal Jurisdiction	2.3	2.6	2.2	2.2

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.6
Private Sector	2.2	2.4	2.1	2.6
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.1
Non-COLA	1.7	2.2	2.5	3.2
COLA	3.0	2.5	2.5	2.7
First-Year Adjustment	1.1	2.1	2.4	2.6
Non-COLA	0.9	2.1	2.4	2.6
COLA	3.2	2.8	2.4	2.8
Industries				
Primary Industries	2.9	2.1	2.7	3.0
Utilities	3.1	2.6	2.3	3.1
Construction	2.7	2.4	3.5	4.0
Manufacturing	2.4	2.4	2.0	0.8
Wholesale and Retail Trade	1.4	1.9	1.1	1.4
Transportation	0.6	2.9	2.1	3.2

	2004	2005	2006	2007
Information and Culture	2.7	2.4	2.5	-
Finance and Professional Services	1.3	2.3	2.5	-
Education, Health and Social Services	0.9	2.1	2.5	3.6
Entertainment and Hospitality	2.7	1.9	2.9	2.6
Public Administration	2.4	2.4	2.8	-
Jurisdictions				
Newfoundland and Labrador	1.0	2.1	1.7	-
Prince Edward Island	2.4	2.5	2.7	2.9
Nova Scotia	4.7	3.2	3.1	4.0
New Brunswick	4.1	3.0	2.9	3.3
Quebec	2.6	1.6	1.8	3.1
Ontario	3.0	2.7	2.5	2.9
Manitoba	2.6	2.9	2.6	2.7
Saskatchewan	1.0	1.9	2.1	-
Alberta	3.1	3.0	3.4	3.6
British Columbia	-1.6	0.5	2.5	2.8
Territories	3.0	3.0	3.1	-
Multiprovince	2.7	4.1	3.5	-
Federal Jurisdiction	1.6	2.6	2.3	3.2

Note: *Data for 2007 cover the months of January and February.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1987

Year	Public	Private	All
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5
2007	3.6	2.6	3.1

Note: *Data for 2007 cover the months of January and February.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in February 2007

Industry , Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Xstrata Nickel, division of Falconbridge Limited Falconbridge, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) production employees	1,000	3.0*	36.0	Jan 31, 2010
1 agreement	**1,000**	**3.0**	**36.0**	
Utilities				
New Brunswick Power Corporation, Generation Conventional Group province-wide, New Brunswick International Brotherhood of Electrical Workers (AFL-CIO/CLC) operating employees; technical employees	500	3.3	60.0	Dec 31, 2011
1 agreement	**500**	**3.3**	**60.0**	
Manufacturing				
Olymel, Société en commandite Vallée-Jonction, Quebec Fédération du commerce inc. (CSN) plant and maintenance employees	990	-0.8	87.0	Dec 31, 2014
1 agreement	**990**	**-0.8**	**87.0**	

Industry , Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
A & P Canada Co. province-wide, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) grocery distribution centre employees	900	1.4	36.1	Oct 17, 2009
1 agreement	**900**	**1.4**	**36.0**	
Education, Health and Social Services				
Government of British Columbia province-wide, British Columbia Union of Psychiatric Nurses (CLC); British Columbia Nurses' Union (CLC) nurses	800	3.6	48.0	Dec 31, 2010
University of Montréal Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec (CSN) lecturers	2,500	5.2	36.0	Aug 31, 2009
York University Toronto, Ontario York University Faculty Association (Independent-local) professors; librarians	1,400	3.3	36.0	Apr 30, 2009
3 agreements	**4,700**	**4.4**	**38.0**	

Industry , Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Entertainment and Hospitality				
Delta Chelsea Hotel Toronto, Ontario UNITE HERE CANADA (CtW/CLC) hotel employees	550	3.3	48.0	Jan 31, 2010
1 agreement	**550**	**3.3**	**48.0**	
Agreements with COLA - 1 agreement	**1,000**	**3.0**	**36.0**	
Agreements without COLA - 7 agreements	**7,640**	**3.2**	**46.3**	
All Agreements - 8 agreements	**8,640**	**3.2**	**45.1**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

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Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	110,380	ARB/CO/B	Mar 06–Jun 07
Canada Post	CUPW	48,000	TENT	Jan 07
VIA Rail Canada	CAW-CANADA	3,260	B	Dec 06
Government of Nunavut	PSAC	2,100	B	Sep 06
National Research Council Canada	Various unions	1,800	B	Dec 04–Mar 07
Private Sector				
Canadian Pacific Railway	Teamsters	6,700	CO/B	Dec 06
British Columbia Maritime Employers Association	ILWU	3,700	B	Mar 07
Canadian National Railway	UTU	3,000	WS	Dec 06
Eastern Canada Car Carriers	Teamsters	1,340	CO	Oct 06
Saskatchewan Wheat Pool	Grain Services Union	750	CO	Jan 06
Provincial and Territorial Jurisdictions				
Public Sector				
Provincial Health Authorities of Alberta	Nurses	23,000	B	Mar 07
City of Montréal	Various unions	17,800	B	Dec 06
Government of Ontario	AMAPCEO	7,300	TENT	Mar 06
Société de transport de Montréal	CUPE/CSN	6,250	B	Jan 07

Employer	Union	Employees	Status*	Expiry Month
Capital District Health Authority	NSGEU	5,500	B	Oct 06
City of Vancouver	CUPE	5,270	B	Dec 06
Saskatchewan Telecommunications	CEP	3,460	B	Mar 07
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Ottawa Hospital	CUPE	3,000	B	Sep 06
City of Toronto	IAFF	2,950	B	Dec 06
Government of Yukon	PSAC	2,800	TENT	Dec 06
Saskatchewan Association of Health Organizations	HSAS	2,700	B	Mar 07
SaskPower	IBEW	1,340	B	Dec 06
Health Authorities of Prince Edward Island	IUOE	640	CO	Mar 06
Private Sector				
Construction Industry in Quebec	Various unions	173,620	B/TENT	Apr 07
Construction Industry in Ontario	Various unions	101,330	B/TENT	Apr 07
Construction Labour Relations - Alberta Association	Various unions	26,320	B	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
No Frills Franchise Stores (Ont.)	UFCW	5,200	B	Jan 07
Pipeline Contractors Association of Canada	Various unions	4,800	B	Apr 07

Employer	Union	Employees	Status*	Expiry Month
Boilermaker Construction Association of Canada	Boilermakers	4,600	B	Jun 07
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05
Canadian Automatic Sprinkler Association	Plumbers	1,600	B	Apr 07
Iron Ore Company of Canada (N.L.)	Steelworkers	1,000	WS	Feb 07

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Canada Safeway Ltd. (Alta.)	UFCW	6,800	Mar 07
Great Atlantic and Pacific Company of Canada Limited (Ont.)	UFCW	6,300	Jun 07
Government of New Brunswick	CUPE	6,290	Jun 07
Government of Nova Scotia	NSGEU	5,800	Mar 07
City of Québec	Various unions	4,020	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06
Government of Prince Edward Island	PEIUPSE	2,440	Mar 07
Capital District Health Authority	NSGEU	2,400	Oct 06
Ottawa Hospital	OPSEU	2,000	Mar 07

Employer	Union	Employees	Expiry Month
Construction Labour Relations Association of Manitoba	Various unions	1,740	Apr 07
Government of Prince Edward Island	Teachers	1,480	Jun 07
Maple Leaf Pork (Ont.)	UFCW	1,100	Mar 07
GO Transit (Ont.)	ATU	910	Jun 07

Major Work Stoppages

Major work stoppages involving 500 or more employees from **March 23 to April 5, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Durham Public School Board Whitby and area, Ontario Canadian Union of Public Employees 2,100 education assistants, custodial and office employees	Workload, wages, and benefits	Mar 21/2007	Apr 3/2007
Université Laval Québec, Quebec Syndicat des chargées et des chargés de cours de l'Université Laval, Fédération nationale des enseignantes et des enseignants du Québec 1,600 lecturers	Wages and organization of work	Mar 14/2007	
Iron Ore Company of Canada Labrador City, Newfoundland and Labrador United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 1,000 production employees	Wages, contracting out, and seniority	Mar 9/2007	

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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Ottawa-Gatineau area at 1-819-997-3117

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